

# DISPUTES

UNDER THE

## INDUSTRIAL CONCILIATION AND ARBITRATION ACT

(FROM 1st JANUARY TO 31st DECEMBER, 1904).

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FILED IN FEBRUARY.

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NORTHERN INDUSTRIAL DISTRICT.

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### (671.) THAMES MINERS.—RECOMMENDATION.

Before the Board of Conciliation in the Northern Industrial District.—In the matter of an industrial dispute between the Waitekauri Gold-mining Company, the New Zealand Crown Mines (Limited), the Woodstock Gold-mining Company, the Kauri Freehold Gold Estates, the Mananu Gold-mining Company, the Kathleen Gold-mining Company, the Royal Oak of Hauraki, the Golden Pah of Hauraki, the Kapanga Gold-mining Company, the Blagrove's Freehold Gold-mining Company, the Tairua Broken Hills Gold-mining Company, the Mahara Royal Gold-mining Company, the Old Alburnia Gold-mining Company, the New Four-in-hand Gold-mining Company, the Golden Belt Gold-mining Company, the Old Hauraki Gold-mining Company, the New Una Gold-mining Company, the Monowai Gold-mining Company, the Coromandel Freehold Gold-mining Company, the Harbour View Gold-mining Company, the Hauraki No. 2 Gold-mining Company, the Kapowai Gold-mining Company, the Golden Spark Gold-mining Company, the Puru Consolidated Gold-mining Company, the Rising Sun Gold-mining Company, the Sunbeam Gold-mining Company, the Waiotahi Gold-mining Company, the May Queen Extended Gold-mining Company, the Victoria Gold-mining Company, the New Eclipse Gold-mining Company, the Waihui Gold-mining Company, the Hauraki Gold-mining Company, the Kathleen Crown Gold-mining Company, the Hauraki Freehold Gold-mining Company, the Komata Reefs Gold-mining Company, the Kuranui Gold-mining Company, the Ethel Reefs Gold-mining Company, the Tararu Creek Gold-mining Company, the Fortuna Syndicate, the Nonpareil Syndicate, the Middle Star Syndicate, the Jubilee Gold-mining

Company, the Fame and Fortune Gold-mining Company, the Waitaia Gold-mining Company, the Coronation Syndicate, the Phoenix Golden Reefs Gold-mining Company, the Puriri Gold Estates, the Waiorongomai Gold Mines, the Chelmsford Gold-mining Company, the Bunker's Hill Gold-mining Company, the Ebenezer Gold-mining Company, the Marototo Gold-mining Company, the Big Beetle Gold-mining Company, the New Sheridan Gold-mining Company, the Thames Talisman Gold-mining Company, the May Queen Syndicate, the Gloucester Extended Gold-mining Company, and the Thames Miners' Industrial Union of Workers; and a reference thereto for settlement.

THE Conciliation Board for the Industrial District of Auckland, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and their evidence, and having carefully inquired into the said dispute, recommends as follows :—

#### HOURS OF LABOUR.

1. That the week's work for all men employed in and about the mine other than surface labourers shall consist of forty-six hours for men working day shift and afternoon shift, and forty-seven hours for men working night shift, including the customary allowance for crib-time. Work to commence at 1 a.m. on Monday, and cease at 8 p.m. on Saturday. Six shifts per week.

#### *Surface Labourers.*

2. The hours of work shall be forty-eight hours, exclusive of crib-time.

#### *Wet Shafts and other Wet Workings.*

3. Men working in wet shafts and other wet workings shall be paid shift wages for six-hour shifts.

4. Any dispute as to whether a particular shaft or working is a wet shaft or a wet working shall be settled by the mine-manager of the particular mine and the Mine Steward of the district in which the mine is situated. If they shall not agree then the Mining Inspector for the mining district shall settle such dispute. "The Mining Inspector" shall include any deputy or assistant Mining Inspector for the district.

#### *Hot or Gassy Places.*

5. Men working in hot or gassy places shall also be paid shift wages for six-hour shifts.

6. Any dispute as to whether a particular place is hot or gassy shall be settled by the mine-manager of the particular mine and the Mine Steward of the district in which the mine is situated. If they shall not agree, then the Mining Inspector, as hereinbefore defined, for the mining district shall settle such dispute.

## BRACEMEN AND CHAMBERMEN.

7. No person under the age of eighteen years shall be employed in the mine as braceman or chamberman.

## YOUTHS.

8. No boy under the age of sixteen years shall be employed underground, but the Board does not otherwise limit the number of youths who may be employed in or about a mine.

## WAGES FOR YOUTHS.

9. For youths from sixteen to seventeen years, 4s. per day; for youths from seventeen to eighteen years, 5s. per day; for youths from eighteen to nineteen years, 6s. per day; for youths from nineteen to twenty years, 7s. per day. For boys under the age of sixteen years employed on the surface, of the age of fourteen to fifteen, 15s. per week; of the age of fifteen to sixteen, £1 per week. Over twenty years of age, the minimum wages hereinafter provided for workmen.

## PAYMENT OF WAGES.

10. Section 3 of "The Workmen's Wages Act, 1893," having prescribed that in the absence of an agreement in writing to the contrary the entire amount of wages earned by or payable to any workman engaged or employed in manual labour shall be paid to such workman at intervals of not more than one week, the Board recommends that no agreement in writing shall be made between the employers and their workmen whereby the payment of wages shall be made at intervals of more than two weeks.

## CONTRACTS.

11. In all cases in which work is let by contract written specifications and conditions shall be signed by the mine-manager and by the contractor or contractors. Such conditions shall contain a clause that monthly progress payments will be made at the rate of 75 per cent. of the contract value of the work certified by the mine-manager to have been done by the contractor or contractors, and that the balance of the contract moneys shall (in the event of the contractors producing to the mine-manager receipts signed by all the workmen employed on wages by the contractor or contractors on the contract showing that all wages claims have been paid) be paid to the contractor or contractors on the pay-day next ensuing after the due completion of the contract. If the contractor or contractors shall not have paid to such wages-men all the wages due to them for work done upon the said contract, then if the said wages-men shall on the said pay-day attend with the contractor or contractors at the office of the employers where wages are usually paid, the employers shall, if the work has been duly completed, and notwithstanding that the period of thirty-one days from the date of completion shall not have expired, pay to the said wages-men the wages

due by the contractor or contractors to them, and shall pay to the contractor or contractors the balance (if any) of the moneys then remaining due to him or them. The conditions shall also contain a clause providing that in the event of the contract being suspended or cancelled by the employers without default on the part of the contractor or contractors, the employers shall pay to the contractor or contractors the amount then earned upon the contract, based on the contract price, and such further sum as compensation for the suspension or cancellation of the contract as may be agreed upon between the mine-manager and contractor or contractors, and, failing such agreement, as may be fixed by the Warden of the mining district in proceedings to be instituted in the Warden's Court of the district for that purpose. No subletting of any contract for underground work or any part thereof shall be permitted without the consent in writing of the employer and the President of the Thames Miners' Union.

#### WAGES-MEN EMPLOYED BY CONTRACTORS.

12. A clause shall be inserted in every contract binding every contractor to pay to the wages-men employed on any such contract the minimum rate of wages prescribed in this recommendation.

#### TRIBUTERS.

13. Wages-men employed by tributers shall be paid the minimum rate of wages prescribed by this recommendation.

14. The preference clauses hereinafter contained shall apply to wages-men employed by tributers.

#### PREFERENCE.

15. If and so long as the rules of the unions shall permit any person now or hereafter to be employed in or about a mine or battery, and who is now or who may hereafter reside in this industrial district, to become a member of the union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon the written application of the person so desiring to join the said union, without ballot or other election, then in such case each of the employers shall, when employing men on wages, employ members of the said unions in preference to non-members, provided that there are members of the unions equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. Provided that this clause shall not interfere with engagements subsisting between any employer and non-unionist at the date of these recommendations, but such employer may continue to employ any miner or other person then actually employed by such employer as theretofore, although such miner or other person may, from want of work in such mine or otherwise, be from time to time not actually employed in such mine.

16. If the conditions of the last clause are not provided for by the rules of the said unions, then the employers may employ miners

or other persons whether members of the unions or not; but no employer shall discriminate against members of the unions, or shall, in the employment or dismissal of men, or of the conduct of the mine, do anything for the purpose of injuring the union, whether directly or indirectly.

17. The said unions shall keep in some convenient place in Thames, Karangahake, Waitekauri, Golden Cross, and Te Aroha a book to be called the "employment-book," wherein shall be entered the names and exact addresses of all the members of the unions for the time being out of employment and desirous of obtaining employment, with a description of the branch of mining-employment in which such person claims to be proficient, and the names, addresses, and occupations of every company or person by whom any such member of the union has been employed during the preceding nine calendar months. Immediately upon any such member of the union obtaining employment, or ceasing to desire employment, a note thereof shall be entered in such book. The executive of the union shall use their best endeavours to verify the entries contained in such book, and the union shall be answerable as for a breach of these recommendations in case any entry therein shall be wilfully false to the knowledge of the executive of the union, or in case the executive of such union shall not have used reasonable endeavours to verify the same. Such book shall be open to each of the employers, and to the servants of each of them, at all hours between 9 a.m. and 5 p.m. on every working-day except Saturday, and on that day between 9 a.m. and noon.

If the union shall fail to keep the employment-book in manner provided by this clause, then and in such case and as long as such failure shall continue the employers or any of them may employ any person or persons, whether a member of the union or not, to perform the work required to be performed, notwithstanding the foregoing provisions.

Notice shall be given by the union to each employer in writing of the place where such employment-book is kept, and of any change in such place.

18. Persons to whom work is let on contract need not be members of the said unions, but the provisions hereinbefore contained as to the employment of unionists and non-unionists shall extend to and bind any contractor or contractors employing men on wages on their contract-work in as full and effective a manner as if such contractor or contractors were original parties to this dispute.

19. The said provisions shall not extend to the employment of boys and youths under the age of seventeen years.

#### WAGES.

20. The following shall be the minimum rate of wages which shall be paid by employers respectively to the persons employed by such employers in the capacities undermentioned, that is to say:—

*In or about a Mine.*

	Outside		Within	
	the Radius.*	the Radius.*	the Radius.*	the Radius.*
	s.	d.	s.	d.
Miners working in drives and stopes ...	8	0	8	0
Dry shafts ...	8	6	8	6
Wet shafts (six-hour shifts) ...	9	0	9	0
Rises ...	8	4	8	4
Winzes ...	8	4	8	4
Ordinary miners ...	8	0	8	0
Timbermen ...	9	0	8	6
Chambermen ...	8	0	8	0
Bracemen ...	8	0	8	0
Mullockers ...	7	6	7	6
Truckers ...	7	6	7	6
Surface labourers ...	7	6	7	6
Rock-drillers ...	8	6	8	6
Pumpmen and pitmen ...	9	6	9	6
Blacksmiths ...	9	6	9	0
Strikers over twenty years of age ...	7	6	7	0
Tool-sharpeners ...	8	0	7	6
Firemen where coal is used for the furnace	7	6	7	0
Firemen where wood is used ...	8	4	...	...
Fitters ...	9	6	9	0
Engine-drivers requiring first-class certificate, and in charge of pumping or hoisting machinery ...	10	0	9	0
Winders ...	9	6	9	0
Winchmen ...	9	6	9	0
Carpenters ...	9	6	9	0

*Batteries.*

21. *Hours of Labour.*—In batteries a shift shall be eight hours, inclusive of crib-time, and work shall commence at midnight on Sunday and cease at midnight on Saturday.

22. *Youths.*—No youths under the age of sixteen years shall be employed in a battery or in or about a tailing plant, but the Board does not otherwise limit the number of youths who may be employed in a battery or tailing plant.

23. *Wages for youths* employed in a battery, or in or about a tailing plant: For youths of from sixteen to seventeen, 4s. per day; for youths of from seventeen to eighteen, 5s. per day; for youths of from eighteen to nineteen, 6s. per day; for youths of from nineteen to twenty, 7s. per day; over twenty years of age, the minimum wages hereinafter set forth.

24. The rate of wages set forth in the last clause for youths from sixteen to twenty years of age may be altered or varied by agreement between the employers and the president of the Thames Miners' Union.

\* *I.e.*, a radius of two miles from the Chief Post-offices at Thames or Coromandel.

25. *Wet Batteries.*

	Outside the Radius.*		Within the Radius.*	
	s.	d.	s.	d.
Stamper-hands ... ..	8	6	7	6
Greasers over the age of twenty years ...	7	0	6	6
Watchmen, when employed ... ..	7	0	6	6
Amalgamators ... ..	9	0	9	0
Stonebreakers or crusher-men } Man in charge of breaker }	9	0	8	6
Stonebreakers' labourers ... ..	7	6	7	0
Truckers ... ..	7	6	7	0
Repairers ... ..	8	0	7	6
Repairers' labourers ... ..	7	6	7	0
General labourers ... ..	7	6	7	0
Feeders ... ..	7	6	7	0

*Dry Batteries.*

26. In dry-crushing batteries all the employees working in the dust to be paid 1s. per shift in addition to the above rates. This is also to apply to truckers trucking from kilns to dry batteries.

*Kilns (dry).*

	s.	d.
Assistants and firewood-hands ... ..	8	0

*Cyanide Workers.*

	Outside the Radius.*		Within the Radius.*	
	s.	d.	s.	d.
Cyanide-men working in wet batteries ...	8	0	7	6
Pressmen ... ..	8	0	7	6
Pressmen's labourers ... ..	7	6	7	0
Sluicers ... ..	7	6	7	0

All cyanide workers working in the dust to be paid 1s. per shift in addition to the above rates.

27. *Engineers, &c.*

	Outside the Radius.*		Within the Radius.*	
	s.	d.	s.	d.
First-class engine-drivers ... ..	10	0	9	0
Second-class engine-drivers ... ..	9	0	8	0
Firemen where coal is used ... ..	7	6	7	0
Firemen where wood is used ... ..	8	4	0	0
Blacksmiths ... ..	9	6	9	0
Strikers if over the age of twenty years... ..	7	6	7	0
Carpenters ... ..	9	6	9	0
(If working in the dust, 1s. more per shift.)				
Plumbers ... ..	10	0	9	0
Fitters and turners ... ..	9	6	9	0

\* *I.e.*, a radius of two miles from the Chief Post-offices at Thames or Coromandel.

*Shift-bosses and Foremen.*

28. The Board does not fix the rate of shift-bosses and foremen, as these men are in a position of authority over the men under their charge, and the Board declares that the provisions of these recommendations shall not apply to them.

*Incompetent Workers.*

29. Notwithstanding anything contained in these recommendations any worker not fully competent by reason of age or physical weakness may be employed at such a lesser wage as may in each case be agreed upon between the employer or employers and the President of the Thames Miners' Union.

*Sunday Labour.*

30. The provisions of "The Sunday Labour Prevention Act, 1897," shall be strictly carried out, and a breach of the provisions of the said Act shall also be deemed to be a breach of these recommendations.

*Overtime.*

31. Time and a quarter shall be paid for all overtime work done in the mine or battery which is not rendered necessary by reason of breakage or other special emergency involving danger to life or damage to property.

*Holidays.*

32. Miners' Day shall be observed as a general holiday, and all men required to work on that day (with the exception of those necessarily required in connection with pumping and any breakdown of machinery, and on cyanide process) shall be paid double time.

These recommendations shall come into force on the 19th January, 1904, and shall remain in force until the 31st December, 1905.

GEORGE BURGESS,

Chairman of the Conciliation Board for the  
Northern Industrial District.

Auckland, 19th December, 1903.

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(672.) WAIHI MINERS.—RECOMMENDATION.

Before the Board of Conciliation for the Northern Industrial District.—In the matter of an industrial dispute between the Waihi Gold-mining Company, the Waihi Extended Gold-mining Company, the Waihi Grand Junction Gold-mining Company, the Waihi Consols Gold-mining Company, the Star of Waihi Gold-mining Company, the Waihi Consolidated Gold-mining Company, the Waihi Alma Gold-mining Company, the Waihi South Gold-mining Company, the Waihi Beach United Gold-mining Company, the Waihi Gold Reefs Syndicate, the Pride of Waihi